

Worker's right to Training Act

Sample Talking Points

- No matter how technology changes, companies will still need human beings to oversee that technology – Ohio workers will always be our greatest resource.
- But right now, too many workers get left behind when companies adopt new technology – that's what the *Workers' Right to Training Act* is designed to fix.
- My bill will require employers to pay for and provide on-the-job training to any employees affected by the introduction of new technology.
- If workers' jobs will change, they need the opportunity to train for those jobs. And when jobs are eliminated altogether, employers still need to train workers to help them get a similar job at another company.
- We'll also require companies to provide 180 days advanced notice to workers when new technology will change their jobs, and 270 days advanced notice if the company is eliminating their jobs. And companies will have to pay those workers six months' severance pay.
- The bill will also require companies to bargain directly with workers when they implement any of these changes – workers have a stake in a company too, and they deserve a seat at the table.
- Of course technology is always evolving – but as that happens, workers can't just be a cost to be minimized. All work has dignity, and when technology changes the way we work, we have a responsibility to ensure workers aren't left behind.
- We cannot accept that the future of work means lower pay, less job security, and fewer workplace protections.

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Senator Brown's Questions & Answers on Workers' Right to Train
Tuesday, August 27, 2019

Q: Do you have any support from businesses for your bill?

- We're in the process of crafting the bill now, we have not introduced it yet. I'm sure we'll hear from businesses as we get set to introduce the legislation.
- I'm hopeful that businesses will see an opportunity to include their workers at the table when making big decisions that will affect their jobs.
- When workers have buy in and a voice in the process, the transition to new technology will work better for everyone.

Q: Do you believe that your bill can reverse the effects of automation?

- I think this bill is an important first step toward empowering workers to have a seat at the table when new technology is introduced at companies in Ohio.
- Right now, too many Ohio workers are hurt by the effects of automation.
- We should stop treating workers as a cost to be minimized and instead treat them with the dignity they've earned.

Q: Have any Republicans cosponsored your bill?

- Not yet, but we have yet to introduce the legislation.
- Once we do, we'll reach out for Republican cosponsors, as we always do.

Q: Are you concerned that the cost of implementing this bill will lead to lower employment?

- When executives give themselves millions of dollars' worth of bonuses, they never seem to worry about how that will affect employment.
- But when we work to implement policies that will help workers, like this bill or raising the minimum wage, the same corporate talking points come out about lower employment.
- It's time that we invest in workers and working families and this bill is an important step toward doing so.

Q: Why should employers pay to train employees who could turn around and work for a competitor?

- When businesses decide to make a major change in technology, right now many of those workers get left behind without a voice in the process.
- That's not right.
- Workers invest in a company and it's only fair that employers invest in their workers. In the long run, this will be good for the company as well, as it gets a highly-skilled workforce that is more likely to stay with the employer.

Q: How would employers bargain with workers who aren't part of a union?

- Employers are required to bargain with a labor organization that represents affected employees.
- If no labor organization represents affected employees, the employer is required to bargain with a committee of employees that is elected by their peers.

AKRON WORKERS' RIGHT TO TRAIN ROUNDTABLE PARTICIPANTS

1. Jack Hefner / President USW Local 2L
2. Para Jones, Ph.D / Stark State
3. Kathleen Kelly-Calcei/NE Ohio AFL-CIO, Field Staff
4. Sue Lacy /President ConxusNEO
5. Bill Orr/Laborers Local 894
6. David Prentice / Executive Secretary Treasurer AFL-CIO
7. Dustin Robinett/Executive Vice President, CWA Local 4302

8. Mary Sitko / President APWU 120

9. Joe Snyder / President CWA Local 4302

10. Jenny Stupica / Director of Manufacturing ConxusNEO